

HOLIDAY STRESS

dear stress, let's break up

This month's consulting tip comes from [Tara Torkelson](#), Work Life & Engagement Coordinator, and is devoted to helping supervisors and employees alike successfully manage the upcoming holiday season.

The approaching holiday season is a time for celebration with family and friends, but for many employees, the holiday season can be a difficult time of year. Anxiety over finances, grieving the loss of a loved one, and the sheer busyness of the holiday season can cause employees to struggle. The Employee Assistance Program offers a wide variety of free resources including a library of pre-recorded webinars and informational articles that can assist with managing the stress associated with the holiday season. The [Employee Assistance Program](#) can be accessed at www.anthemep.com using the code "Commonwealth of Virginia" as the login.

Manage Expectations

- Avoid comparing yourself with others
- Understand that not everything will be perfect
- Be realistic about your schedule


Beat the Holiday Blues

- Acknowledge your feelings
- Talk to a trusted friend, family member or professional
- Plan fun activities you look forward to
- Stick to your routine as best you can
- Find time for yourself

Holiday Health Tips

- Watch what you eat
- Exercise more or at least the same amount
- Watch alcohol consumption
- Plan your sleep





Compensation Corner: Salary Reference Data

Salary reference data is a composite of relevant salary information (e.g. average salary range, median salary, weighted average salary, etc.) extracted from available surveys that indicate market pricing for various jobs in the Commonwealth.